

CITY OF SAN JOSE  
AND  
ASSOCIATION OF ENGINEERS AND ARCHITECTS, IFPTE LOCAL 21  
(AEA UNIT 41/42 and AEA UNIT 43)  
TENTATIVE AGREEMENT


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**SICK LEAVE PAYOUT**


Any employee hired on or after September 30, 2012, shall not be eligible for any Sick Leave Payout.

Sick Leave Payout for employees hired on or prior to September 29, 2012, shall remain status quo as provided for in the Memorandum of Agreements with the Association of Engineers and Architects (Unit 41/42 and Unit 43), IFPTE Local 21 (AEA). Sick Leave Payout for employees hired on or prior to September 29, 2012, shall be subject to negotiations on successor agreements in 2013.

***This agreement is still considered tentative and shall not be considered final or binding until ratified by the membership and approved by the City Council. This document sets forth the full agreement of the parties reached during these negotiations on the issue of Sick Leave Payout. Anything not included in this document is not part of the Tentative Agreement.***

 8-28-12  
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Alex Gurza Date  
Deputy City Manager

 8/27/2012  
\_\_\_\_\_  
John Mukhar Date  
President,  
Association of Engineers and Architects,  
IFPTE Local 21  
(AEA Unit 41/42 and Unit 43)

 8/27/12  
\_\_\_\_\_  
Nancy Ostrowski Date  
Senior Representative,  
IFPTE Local 21